

AGENDA

LABOR RELATIONS COMMITTEE

111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602

Monday, February 13, 2023 at 4:00 p.m.

Members: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Denny Harris, Gerald Little, Christopher Boyd

Others: County Clerk, Controller, Civil Counsel, Finance Director, Personnel Director, Board Staff, *Media*

- I. Call to Order
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (*Jan. 12, 2023 Minutes; Jan. 17, 2023 Special Meeting Minutes - Attached*)
- IV. Public Comment
 - *Speakers limited to 3 minutes*
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **2-21-15** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of January 2023 (*Receive & File*)
 2. **William L. Federspiel, Sheriff, re:**
 - **2-21-16** Requesting a PCN be issued for a School Resource Officer (Law Enforcement Officer) for the Chesaning Union School District
 3. **Jessica Sargent, Commission on Aging Director, re:**
 - **2-21-17** Requesting a temporary PCN be issued for a Foster Grandparent Program Coordinator position due to resignation effective May 13, 2023 and training; and approval to enter into a Professional Services Agreement with Tara Stinson, current Foster Grandparent Coordinator, from May 15, 2023 through July 7, 2023 to provide up to 20 hours per pay period to ensure accurate grant reporting of the AmeriCorps federal grant
 4. **David M. Gilbert, Civil/Labor Counsel, re:**
 - **2-21-18** Requesting consideration and approval of a Memorandum of Understanding between Saginaw County and Teamsters Local 214 representing Commission on Aging and Public Health Department
- VI. Miscellaneous
- VII. Adjournment

MINUTES

LABOR RELATIONS COMMITTEE

111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602

Thursday, January 12, 2023 at 4:30 p.m.

Present: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Denny Harris, Gerald Little, Christopher Boyd

Others: Vanessa Guerra, Robert Belleman, Dave Gilbert, Jennifer Broadfoot, Koren Thurston, Undersheriff Mike Gomez, Judge Patrick McGraw, LaTecia Cirilo, Jack Tany, April Key, Suzy Koeplinger

- I. Call to Order ---**Webster at 5:14 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**December 12, 2022 Minutes - Attached**)
---**Moved by Boyd, seconded by Matthews, to approve. Motion carried.**
- IV. Public Comment ---**None**
- V. Agenda

1. **Jennifer Broadfoot, Personnel Director, re:**

- **1-17-13** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of December 2022
---**Moved by Little, seconded by Matthews, to receive and file. Motion carried. (Receive & File)**

2. **LaTecia Cirilo, Probate Register, Probate Court, re:**

- **1-17-12** Requesting an increase to its Contractual Services Account of \$30,000 from the FY 2023 General Fund to pay for the services of Terry Kluck, retired Probate Register, for the month of December 2022 and for an extension to her contract from January 4, 2023 – April 4, 2023 (if approved by the Labor Relations Committee)
---**Moved by Matthews, seconded by Boyd, to approve. Motion carried. (Board Report)**

3. **Closed Session, re:**

- Pursuant to MCL 15.268(c) of the Open Meetings Act, the committee will convene a Closed Session to discuss strategy connected with the negotiation of collective bargaining agreements (*Document to be provided at Closed Session*)
---**The Chair announced the need to meet in Closed Session as noted above. Moved by Boyd, seconded by Harris, to go into closed session. Roll-call was unanimous at 5:19 p.m. After discussion, the Committee entered open session at 6:05 p.m. No action.**

VI. Miscellaneous ---**None**

VII. Adjournment ---**Moved by Matthews, seconded by Harris, to adjourn. Motion carried, time being 6:06 p.m.**

Respectfully Submitted,
Michael Webster, Committee Chair
Vanessa Guerra, County Clerk
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE - SPECIAL

111 S. Michigan Ave., Rm. 215, Saginaw, MI 48602

Tuesday, January 17, 2023 at 4:00 p.m.

Present: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Denny Harris, Gerald Little, Christopher Boyd

Others: Vanessa Guerra, Robert Belleman, Dave Gilbert, Personnel Director, and others

- I. Call to Order ---**Webster at 4:02 p.m.**
- II. Welcome – Roll Call ---**All present**
- III. Correction/Approval of Minutes (**None**)
- IV. Public Comment {*Speakers limited to 3 minutes*}
 - Sgt. Craig Irvine spoke in support of moving forward with ratifying contract or adopting an MOU regarding the Non-312 members
- V. Agenda
 1. **Closed Session, re:**
 - Pursuant to MCL 15.268(c) of the Open Meetings Act, the committee will convene a Closed Session to discuss strategy connected with the negotiation of collective bargaining agreements (*Documents to be provided at Closed Session*)

---**The Chair announced the need to meet in Closed Session as noted above. Moved by Matthews, seconded by Boyd, to go into closed session. Roll-call was unanimous at 4:05 p.m.**

---**The Committee entered open session at 4:40 p.m. Matthews moved, seconded by Little, to approve the recommendation of Labor Counsel regarding ratification of the Collective Bargaining Agreement with POAM 312-Eligible (Deputies). Motion carried. (Board Report)**
- VI. Miscellaneous ---**None**
- VII. Adjournment ---**Moved by Matthews, seconded by Little, to adjourn. Motion carried; time being 4:42 p.m.**

Respectfully submitted,
Vanessa Guerra, County Clerk/Committee Clerk
Michael A. Webster, Committee Chair



COUNTY OF SAGINAW **LABOR RELATIONS**

111 SOUTH MICHIGAN AVENUE
SAGINAW, MICHIGAN 48602

2-21-15

ROBERT V. BELLEMAN
Controller/Chief Administrative Officer
rbelleman@saginawcounty.com

February 8, 2023

Commissioner Christopher Boyd, Chairman
Saginaw County Board of Commissioners
111 South Michigan Ave.
Saginaw, MI 48602

Re: Labor Relations Committee Employment Status Report

Dear Chairman Boyd:

Pursuant to a request from the Labor Relations Committee, the Personnel Department is herein submitting the Employment Status Report for February, 2023. As you are aware, the Personnel Department has been conducting exit interviews when possible (i.e., dependent upon cooperation of the former employee), as employees conclude their employment or transfer to another Department. Statistics for January, 2023 have been compiled, summarized and are enclosed for review. Retirements are reported for the first of the month following an employee's retirement date. Retirees with current contracts to provide services are also listed.

I hope the enclosed report provides the Labor Committee with the information required. I will be available at the February, 2023 meeting to answer any questions regarding this report. Meanwhile, if you or any Commissioner has questions, please do not hesitate to contact me. Thank you.

Sincerely,

Jennifer Broadfoot

Jennifer Broadfoot
Personnel Director

c: Robert V. Belleman, Controller/CAO

RECEIVED
SAGINAW COUNTY
BOARD OF COMMISSIONERS
2023 FEB - 8 A 11:33

Employment Status Report –February, 2023

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.?	Reason
Robinson, R.	Prosecutor	12/17/18	1/16/23	APA I	N/A	N/A	N/A	N/A	Yes	New job
Reiss, J.	Circuit	6/1/99	1/1/23	Judicial Asst.	N/A	N/A	N/A	N/A	No	Retirement
Sheldon, V.	Clerk	3/15/21	1/11/23	Legal Specialist I	N/A	N/A	N/A	N/A	No	Terminated
Lynn-Trier, D.	COA	10/17/17	1/4/23	Caseworker	N/A	N/A	N/A	N/A	Yes	Health
Mackel, P.	Family Ct.	9/30/19	1/26/23	Legal Clerk I	N/A	N/A	N/A	N/A	Yes	New job
Olvera, J.	District Ct.	9/22/14	N/A	Legal Clerk I	1/2/23	Reg. of Deeds	T07	T07	Yes	Transfer
Pfau, R.	Sheriff	1/1/17	N/A	Deputy	1/8/23	Med. Ex	D02	B14	Yes	Promotion
Peterson, L.	Clerk	10/24/11	N/A	Legal Specialist I	1/22/23	FOC	T09	T10	No	Promotion
Jones, K.	District Ct.	5/19/08	N/A	Legal Clerk I	1/22/23	FOC	T07	T07	Yes	Transfer
Harper, K.	District Ct.	2/27/13	N/A	Legal Clerk I	1/1/23	Circuit	T07	T13	Yes	Promotion
Dallas, T.	Clerk	8/31/21	N/A	Legal Specialist I	1/22/23	Circuit	T08	T11	Yes	Promotion
Brunges, L.	Circuit Ct.	2/10/20	N/A	Legal Clerk II	1/22/23	District	T11	T07	Yes	Did not like position
Rowson, E.	District Ct.	8/15/22	N/A	Legal Clerk I	1/22/23	Family Ct.	T07	T09	Yes	Promotion

Summary of Exit Interviews – January 2023

				Are you satisfied with:		
Mo./Yr.	Dept.	Why Leaving?	Pay?	Benefits?	Chance for Advancement?	Yrs. Service
1/23	COA	Health/Time	Yes	Yes	Fair	5 yr. 3 mo.
1/23	Prosecutor	New job/private practice	Yes	Yes	Good	4 yr. 1 mo.
1/23	Family Ct.	Better offer/more money	Yes	Yes	Poor	3 yr. 4 mo.
1/23	District	New job opportunity/department issues	Yes	N/A	Fair	14 yr. 8 mo.
1/23	Sheriff	New job	Yes	Yes	Excellent	6 yr.
1/23	District	Position should be higher pay; work not equally distributed; long chain of command for changes; new computer system	No	N/A	Poor	8 yr. 3 mo.
1/23	District	Better opportunity; more growth	Yes	N/A	Poor	9 yr. 10 mo.
1/23	Clerk	More money/learn more legal	No	N/A	Poor	1 yr. 5 mo.
1/23	Circuit	Didn't like swing position; need to cover for different judges	Yes	Yes	Poor	3 yr.
1/23	District	Different experience; shorter commuter; more pay	Yes	Yes	Good	5 mo.

Retirees with Current Contract (February 1, 2023)

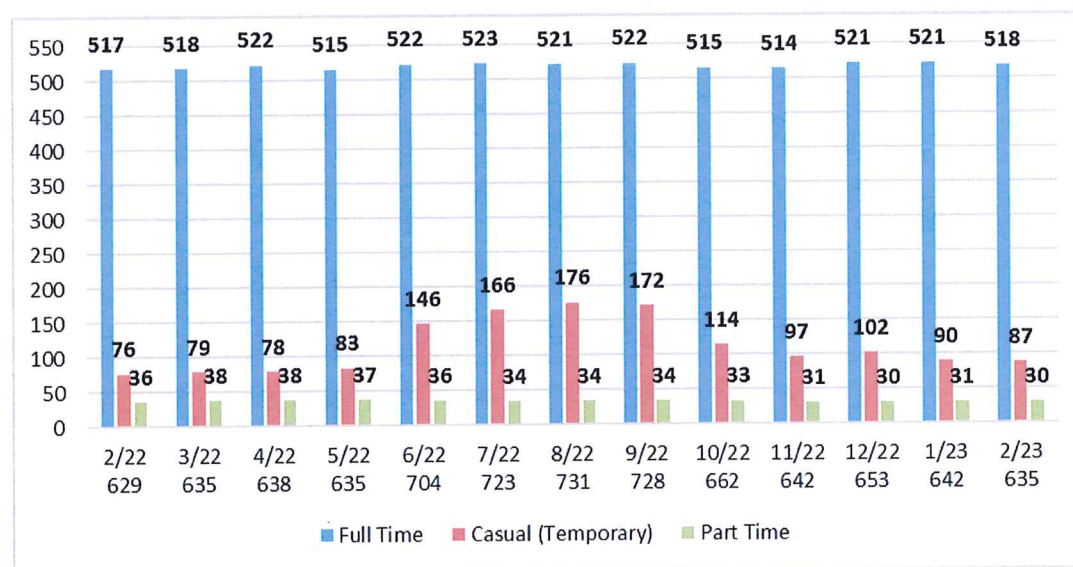
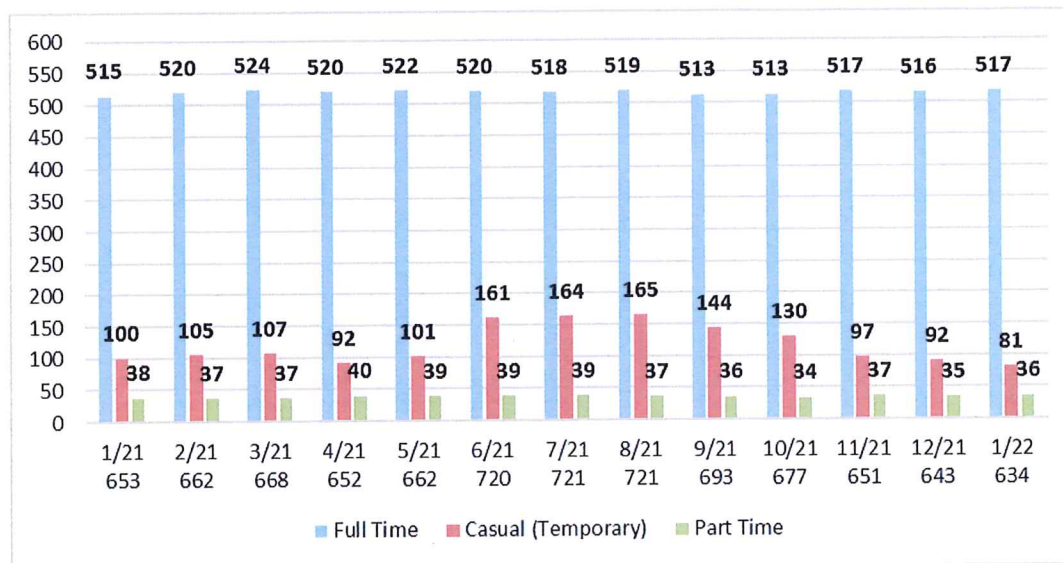
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/23	\$77,028 annually

Retirees Working as Needed (January 1, 2023) *

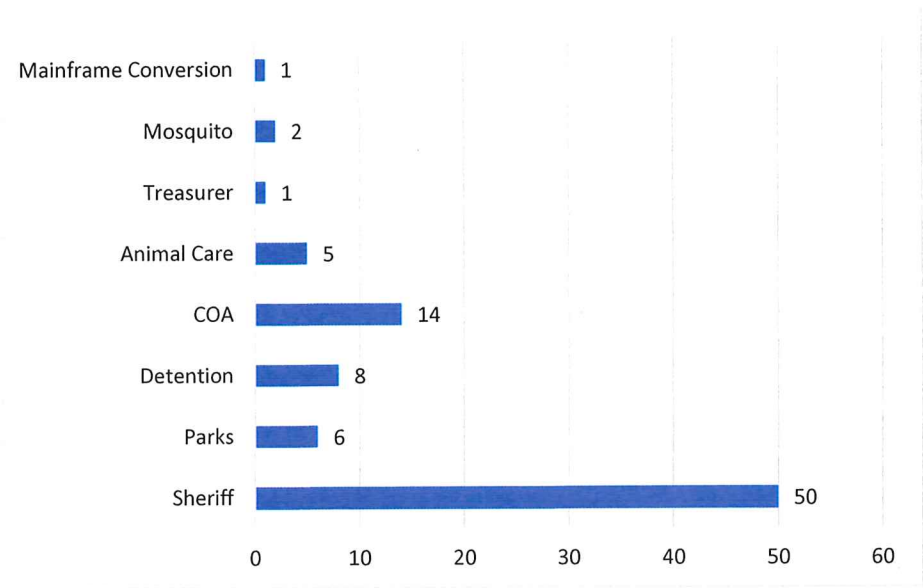
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in January
Bethany Jacques	Health	7/1/19	September 30, 2023	\$50.00	12.5
Mary Patnode	Health	9/30/18	September 30, 2023	\$45.00	146.25
Margaret Drayton	Health	1/31/22	September 30, 2023	\$40.00	0

*This report does not include retired Court employees with a current contract.

Number of Employees (Reported for First of Month)



Number of Temporary Employees by Department (February 1, 2023) -



Status Report
Saginaw County Employee Groups

February 1, 2023

Employee Group	Employees	Expiration of Contract	Status
Commissioners	11	December 31, 2023	Set
Elected Officials	6	December 31, 2023	Set
Judges	12	State of Michigan Commission	Set
Non-Union	10	September 30, 2023 Annual via Budget	Set
UAW – Managers	59	9/30/2024	Set
UAW – Professionals	58	9/30/2024	Set
UAW – Clerical, Technical, & Para-Professionals	20	9/30/2024	Set
COAM – Sheriff Unit II-Sergeants	14	9/30/2022	Negotiations ongoing
POAM – Detention Youth Care Specialists	15	9/30/2024	Set
POAM – Prosecutors	17	9/30/2024	Set
POAM – Detention Center Supervisors	4	9/30/2024	Set
Teamsters – Health Dept./COA Employees	79	9/30/2024	Set
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2024	Set
POAM – Animal Shelter Employees	8	9/30/2024	Set
POAM – Probation Officers, Family Division	7	9/30/2024	Set
TPOAM – Courthouse Employees	134	9/30/2024	Set
Teamsters – Public Health Nurses	9	9/30/2024	Set
POAM – Sheriff Unit 1 (312 Eligible)	39	9/30/2025	Set
GELC – Probation Officers, District Court	4	9/30/2024	Set
POAM – Sheriff Unit 1 (Non-312 Eligible)	37	9/30/2024	Set
Total	548		

2022 Voluntary Departures

[illegible]

2023 Voluntary Departures

[illegible]



SAGINAW COUNTY SHERIFF'S OFFICE

311 S. Harrison Street • Saginaw, MI 48602

PH: 989.790.5400 FAX: 989.790.5429

WILLIAM L. FEDERSPIEL

Sheriff

MIGUEL GOMEZ

Undersheriff

LABOR RELATIONS

2-21-16

January 25, 2023

RECEIVED
SAGINAW COUNTY
BOARD OF COMMISSIONERS
2023 JAN 25 PM 3:29

Dear Chair, Webster

I request to be placed on the agenda of the Labor Committee to request a new PCN number be issued for a school resource officer for the Chesaning Union School District. This position would be paid as follows. \$84,000 contracted from Chesaning Union School District, \$13,500 from JAG funds and up \$32,500 from Solid Waste Authority / County Road. This contract would be for three years at which time it would be determined if Chesaning Schools would be able to renew their grant or absorb the deputies' wages into their budget.

William L. Federspiel – Sheriff Saginaw County



SAGINAW COUNTY COMMISSION ON AGING

...Providing Services, Programs and Opportunities for Older Adults...

2-21-17

LABOR RELATIONS

February 8, 2023

Honorable Christopher S. Boyd, Chairman
Saginaw County Board of Commissioners
County of Saginaw
111 S. Michigan Ave.
Saginaw, MI 48602

RE: REQUESTING TEMPORARY PCN/PROFESSIONAL SERVICES AGREEMENT

Please accept this letter as my request to the Labor Relations Committee to consider the creation of a temporary Personnel Control Number (PCN) for the Foster Grandparent Program (FGP) Coordinator position at the Commission on Aging. The present employee in the Foster Grandparent Program Coordinator position is resigning effective May 13, 2023. Therefore, a temporary PCN is requested to onboard and train a new individual in this position for a maximum of six weeks. The approximate cost for this transition is \$13,449.

We would also like to execute a Professional Services Agreement with Tara Stinson, current FGP Program Coordinator, from May 15, 2023, through July 7, 2023, for up to 20 hours per pay period. This will ensure accurate and thorough grant reporting for the grant year, which ends on June 30, 2023. The cost for approximately eight weeks is \$2,433, if utilized to the full capacity.

This position is extremely important and oversees the activities of the AmeriCorps federal grant which was recently expanded to serve Saginaw, Bay and Midland counties. There are very specific grant reporting and program requirements, as well as relationships with schools, program volunteers, and other valuable partnerships, for which a smooth transition would serve well. There is adequate funding in the grant to support the additional costs associated with the above requests.

Thank you for your consideration. I will be present at the February Labor Committee Meeting to answer any questions or concerns you may have.

Sincerely,

Jessica Sargent
Commission on Aging Director

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SAGINAW COUNTY
BOARD OF COMMISSIONERS
2023 FEB - 8 P 1:22

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Toll Free: 1-866-763-6336 • Website: www.saginawcounty.com

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DAVID M. GILBERT
LAWRENCE WM. SMITH
AMY L. LUSK

**LABOR
RELATIONS**

SAGINAW (989) 790-2500
FAX (989) 790-2889

February 8, 2023

2-21-18

Chairman Michael A. Webster
Labor Relations Committee
111 S. Michigan Avenue
Saginaw, Michigan 48602

Re: MOU for Consideration by the Labor Relations Committee

RECEIVED
SAGINAW COUNTY
BOARD OF COMMISSIONERS
2023 FEB - 9 AM 11:13

Dear Chairman Webster:

I am submitting for consideration by the Labor Relations Committee on February 13, 2023, a Memorandum of Understanding between the County of Saginaw and Teamsters General Unit regarding uniforms for custodians at the Public Health Department and Commission on Aging.

I will be in attendance at the Labor Relations Committee meeting on February 13, 2023 to answer any questions you may have.

Respectfully,



David M. Gilbert
Civil/Labor Counsel

DMG/dms
Enclosure

MEMORANDUM OF UNDERSTANDING
AND AGREEMENT

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT made and entered into this ____ day of _____, 2023 by and between the COUNTY OF SAGINAW ("EMPLOYER") and TEAMSTERS STATE, COUNTY & MUNICIPAL WORKERS LOCAL 214 ("UNION"), representing Commission on Aging and Public Health Department Employees.

WHEREAS, the EMPLOYER and UNION are parties to a Collective Bargaining Agreement ("CBA"), which covers the time period April 19, 2022 through September 30, 2024;

WHEREAS, the EMPLOYER is desirous of providing uniforms to custodians at the Public Health Department and Commission on Aging;

WHEREAS, the UNION is also desirous of providing uniforms to custodians at the Public Health Department and Commission on Aging.

THEREFORE, IT IS HEREBY AGREED as follows:

1. Article 17, Section 17.12, shall be modified to provide that custodians will be provided uniforms. The County will furnish up to five (5) uniforms and will replace as needed.

2. This MOU shall be binding upon the EMPLOYER and UNION; shall not be considered precedent setting; and shall not affect the CBA in any other manner than that which is specifically set forth herein.

FOR THE EMPLOYER:

FOR THE UNION:

Christopher S. Boyd, Chair
Board of Commissioners

Amy Roddy
Teamsters Representative

Robert V. Belleman
Controller/CAO

David M. Gilbert – Labor Specialist